

Email from RADM Marshall

Subject: Designation of Engineers into the Acquisition Workforce

- 1. As discussed during the Commander's conference, I have reported to the Office of the Assistant Secretary of the Navy, Director, Acquisition Career Management (DACM), that NAVFAC will designate its engineering personnel into the Defense Acquisition Workforce Improvement Act (DAWIA) workforce. This is a recommitment to the agreement made by the former Vice by letter dated 21 September 1998. I have assured the DACM that this designation will take place as soon as practical and I have committed to provide an update on our Command progress by 31 January 2000.**
- 2. This program decision was made for various reasons. A DoD study of the DAWIA acquisition workforce specifically stated that NAVFAC and the Corps of Engineers should designate their engineering workforce in order to recognize their significance in the acquisition process. There are 11 specific "career fields" that DoD identifies as part of any acquisition process - with the engineering, or the "Systems, Planning, Research, Development and Engineering (SPRDE)," career field as it is known in DAWIA - making up the largest portion. As you know, our contracts personnel, both military and civilian, have been in the contracting career field for approximately seven years. Each career field has its own education and training requirements.**
- 3. Designation of our engineers will allow NAVFAC to take advantage of numerous DoD program initiatives. Required training, and any travel and per diem necessary for that training, is centrally funded by the Navy. There is a generous tuition assistance program for eligible personnel. NAVFAC will be able to obtain interns to supplement our PDC program. But most importantly, our engineers will play an integral part in the career development decisions that are made on their behalf at the DoD level. This includes the content of the training that our workforce will receive.**

4. Your workforce will want immediate, focused information about the program requirements. Accordingly, I have established a HQ working group to implement the designation of engineering personnel into the DAWIA workforce. You will be contacted by separate letter with specific details on executing the DAWIA program within your activities. To that end, please provide CAPT Van Hutten, no later than November 26, with a point of contact within your engineering community that will support this program. As you designate your point of contact, please bear in mind that we have a tremendous amount of work to do in a short time to get this initiative back on track. It is anticipated that this effort will require near full time attention for at least the first 120 days. Your designated point of contact is expected to:
- a. Identify personnel in the 800 series for designation in the DAWIA program
 - b. Coordinate changes to position descriptions
 - c. Work with HRO/HRSC to get positions designated in DCPDS
 - d. Assist in developing program requirements
 - assist HQ in the review of existing courses
 - assess (w/employee supervisors) current technical career level
 - e. Determine whether fulfillment or waiver is appropriate
 - f. Field questions from employees
 - g. Follow-up with HRO/HRSC
5. I need your support and involvement on this important aspect of Community Management. We talk often of the necessity to groom our successors. This is certainly a keystone segment of that personnel development process.

PWM